

# 2008-2009 PERFORMANCE PLAN – Chief Executive Officer (A. Stausboll)

## Qualitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule
30%	Outreach and Organizational Assessment	<p><b>By March 31, 2009:</b> Conduct targeted outreach, both internal and external, to broad array of constituent groups, to connect with constituents and learn issues. Constituents to be targeted include: Board members; executive and other key staff; member and employer representatives; state and federal administrative, regulatory and legislative representatives; and business partners.</p> <p><b>By June 30, 2009:</b> Continue outreach and provide Board with comprehensive report on the results of the outreach.</p>	From Schedule
30%	Enterprise Leadership and Management Communications	<p><b>Communication</b>  <b>By June 30, 2009:</b> Further a culture of trust and transparency through a program of regular communication on CalPERS programs and issues.</p> <p><b>By March 31, 2009 complete:</b></p> <ul style="list-style-type: none"> <li>• One-on-one meetings with all executives and key staff</li> <li>• One-on-one meetings with all Board members</li> <li>• Videotaped “introductory” message to all staff</li> <li>• Introductory group meeting with all Division Chiefs</li> <li>• One management forum in partnership with Board President</li> </ul> <p><b>By June 30, 2009:</b></p> <ul style="list-style-type: none"> <li>• Completion of “meet and greet” with all staff</li> <li>• Periodic meetings or updates with Division Chiefs</li> <li>• Obtain satisfactory ratings through survey of those impacted by communication efforts</li> </ul> <p><b>Ongoing</b></p> <ul style="list-style-type: none"> <li>• As needed or requested, update Board members between monthly Board meetings</li> </ul>	From Schedule

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## Qualitative Performance Measures (cont.)

Weight	Factor	Performance Measure	Incentive Schedule
	Enterprise Leadership and Management Communications, cont.	<p><b><u>Rebuild and Strengthen Executive Team</u></b></p> <p><b>By March 31, 2009:</b></p> <ul style="list-style-type: none"> <li>Identify Executive team staffing requirements to develop recruitment plan</li> <li>Resolve salary issues</li> <li>Recruit and retain Chief of Governmental Affairs</li> </ul> <p><b>By June 30, 2009</b></p> <ul style="list-style-type: none"> <li>Recruit and make significant progress towards retaining deputies</li> <li>Initiate teambuilding effort for Executive team</li> </ul>	
20%	Enterprise Transition Management (ETM) / Public Employer Readiness Team (PERT) Projects / Pension System Resumption (PSR)	<p><b>By March 31, 2009:</b></p> <ul style="list-style-type: none"> <li>Administer third CRA and conduct employee and manager focus groups; provide findings and recommendations to Executives and Division Chiefs; adjust transition management support activities as appropriate.</li> <li>Develop job descriptions/duty statements for new PSR roles.</li> <li>Complete the design and documentation for the ten new information technology processes necessary to support the PSR solution at "Go-Live."</li> </ul> <p><b>By June 30, 2009:</b></p> <ul style="list-style-type: none"> <li>Complete development of all PSR applications with the exception of the financial services integration.</li> <li>Finalize all regulatory changes required to support PSR.</li> <li>Complete the testing of converted legacy data.</li> <li>Complete Phase 2 of the Employer Education Web Conference Series.</li> <li>Administer fourth CRA and conduct employee and manager focus groups; provide findings and recommendations to Executives and Division Chiefs; adjust transition management support activities as appropriate.</li> <li>Complete Division-specific PSR-Readiness Plans.</li> <li>Develop PSR Governance Recommendations.</li> <li>Complete requirements and customize these integrated software tools to deliver standardized methodologies and processes to provide the infrastructure management needed to support the PSR System and improve operational efficiencies and productivity for the existing enterprise environment.</li> </ul>	From Schedule

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## Qualitative Performance Measures (cont.)

Weight	Factor	Performance Measure	Incentive Schedule
20%	Priority Projects	<p><u>Enterprise Privacy &amp; Security Program</u> By June 30, 2009:</p> <ul style="list-style-type: none"> <li>Finalize and implement an effective organizational governance structure to improve decision making and accountability on privacy and security issues</li> <li>Implement centralized breach process that focuses on risk identification and mitigation, and centralized policies and practices</li> <li>Develop and present to the Finance Committee a long-term enterprise security and privacy strategy or vision, and begin developing an overarching enterprise security and privacy plan to be completed and approved in FY 09/10</li> </ul> <p><u>Communication Response to Market Impact</u> By June 30, 2009:</p> <ul style="list-style-type: none"> <li>Develop and begin implementation of a program for communication with constituent groups regarding impact of market conditions, to sustain confidence, and answer constituent concerns</li> </ul> <p><u>Enterprise Risk Management</u> By June 30, 2009:</p> <ul style="list-style-type: none"> <li>Develop and begin implementation of Work Plan to enhance Enterprise Risk Management</li> </ul> <p><u>Diversity Program</u> By June 30, 2009</p> <ul style="list-style-type: none"> <li>Present Board with proposal to strengthen CalPERS diversity program</li> </ul>	From Schedule
100%	Qualitative Performance Measures		